

EXHIBIT 4

EEOC Form 5 (5/01)

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		Charge Presented To: Agency(ies) Charge No(s): <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC 130-2004-00534	
_____ and EEOC State or local Agency, if any			
Name (Indicate Mr., Ms., Mrs.) Ms. Aimee Smith		Home Phone No. (Incl Area Code) _____ Date of Birth _____	
Street Address P.O. Box 1443, Montgomery, AL 36102		City, State and ZIP Code	
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name KENTUCKY FRIED CHICKEN		No. Employees, Members 15 - 100	
Street Address 1965 Coliseum Blvd., Montgomery, AL 36110		Phone No. (Include Area Code) (334) 244-0698	
City, State and ZIP Code		No. Employees, Members	
Name		Phone No. (Include Area Code)	
Street Address		City, State and ZIP Code	
DISCRIMINATION BASED ON (Check appropriate box(es).) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input checked="" type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> OTHER (Specify below.)		DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest 09-13-2003 09-13-2003 <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): <p>I began my employment on September 13, 2003, as a cashier. From the very beginning, I have been subjected to continuous acts of unwelcomed sexual harassment consisting of touching, patting of my shoulder, legs and buttocks. Additionally, I was exposed to sexually explicit pictures on a cellular phone. I was subjected to the harassment by a fellow co worker and on each occasion, I rebuffed his actions. In retaliation, I was subjected to profane language, called derogatory names and physically assaulted. I reported the conduct as a I had reported the smell of alcohol on his breath. In believe I am now the subject of retaliation, in that I am being denied a pay increase, and I am the subject of jokes and slander. On November 1, 2003, I was discharged.</p> <p>I reported his behavior to duty manager, Pat Hicks. Ms. Hicks failed to take any action. Ann Knight, a shift supervisor later reported for duty. Noticing that I was visibly upset, Ms. Knight questioned me as to what was wrong. I went on to explain what had happened in the course of day. Ms. Knight said she would make a report to Linda Stephenson the oncoming manager. Upon Ms. Stephenson's arrival, Ms. Knight, Ms. Stephenson and I walked outside and I reported the harassment. Ms. Stephenson told me that I didn't want to talk to the general manager, I could call the KFC 800 line to register a complaint. Even after informing several management levels, no action was taken. I felt compelled to file a complaint with the local law enforcement office. Ms. Glenda Johnson, General Manager, terminated my employment and stated that it was due to an alleged cash shortage.</p> <p>I believe I have been discriminated against because of my sex, female, and in retaliation (704a) for reporting sexual harassment in violation of Title VII of the Civil Rights Act of 1964, as amended. Similarly situated non protesting employees are not treated in this manner. I believe my termination to be in retaliation for having for protested discriminatory acts.</p> <p>Amended charge - original charge filed November 5, 2003</p>			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY - When necessary for State and Local Agency Requirements	
I declare under penalty of perjury that the above is true and correct.		I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.	
Date <u>12-11-03</u> Charging Party Signature <u>Aimee Smith</u>		SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME TH (month, day, year)	

EXHIBIT

tabbies

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 FROM : PB DUNCAN LLC/GOOD GOVERNMENT PHONE NO. : 334 264 9643 Oct. 07 2005 09:38AM P2

SECOND AMENDED CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See Privacy Act Statement before completing this form.

AGENCY

CHARGE NUMBER

FEPA

130-2004-00534

X EEOC

Amended

and EEOC

State or Local Agency, if any

NAME (Include Mr., Mrs., Mx.)

Ms. Aimee Smith

HOME TEL. PHONE (Include Area Code)

334-356-7452

STREET ADDRESS

CITY, STATE AND ZIP CODE

P. O. Box 1443, Montgomery, AL 36102

DATE OF BIRTH

07/05/81

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME. (If more than one list below.)

NAME

Kentucky Fried Chicken

NUMBER OF EMPLOYEES, MEMBERS

Over 15

TELEPHONE (Include Area Code)

334-244-0698

STREET ADDRESS

CITY, STATE AND ZIP CODE

1965 Coliseum Blvd., Montgomery, AL 36110

COUNTY

Montgomery

NAME

TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS

CITY, STATE AND ZIP CODE

COUNTY

CAUSE OF DISCRIMINATION BASED ON (Check appropriate boxes)

RACE COLOR SEX XXX

RELIGION NATIONAL ORIGIN

AGE DISABILITY

OTHER RETALIATION XXX, SEXUAL HARASSMENT XXX

DATE FIRST OR CONTINUING DISCRIMINATION TOOK PLACE AND DATE LAST DISCRIMINATION TOOK PLACE (Month Day Year)

FIRST: March, 2003

LAST: November 1, 2003

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

CHARGE OF DISCRIMINATION

SSN: 417-13-2551

417-13-2881

Sex: Female

Race: African American

Please see following page for particulars.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY - (When necessary for State and Local Requirements)

Franklin D. Riley
State of AL at Large

I declare under penalty of perjury that the foregoing is true and correct.

SIGNATURE OF COMPLAINANT

Aimee Smith

Aimee Smith

Date

February 17, 2004

Charging Party (Signature)

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (Day, month, and year)

February 17, 2004

EEOC FORM 3 (Rev. 06/92)

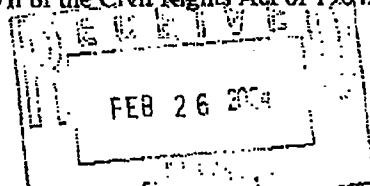
EXHIBIT

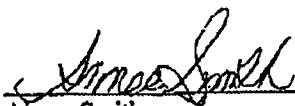
3

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FROM : PB DUNCAN LLC/GOOD GOVERNMENT PHONE NO. : 334 264 9643 Oct. 07 2005 09:40AM P1

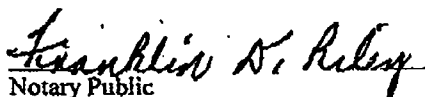
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SECOND AMENDED EEOC Charge of Aimee Smith
Social Security Number: 417-13-2551

1. I began my employment with Responding Party in March of 2003 as a cashier.
2. During the course of my employment I was subjected to repeated sexual harassment by a male co-worker, Jimmy Snell.
3. Throughout the course of my employment, Snell made inappropriate, non-consensual sexual comments.
4. Throughout the course of my employment, Snell made inappropriate sexual touchings. Among other things, Snell grabbed my rear, legs, arms, and shoulders. He exposed me to sexually explicit photos on his cell phone.
5. I told Snell in no uncertain terms how offended I was at his conduct on each occasion. I reported his conduct to my Manager, Glenda Johnson, repeatedly. When that did no good, I reported his conduct to Pat Hicks, Duty Manager, and Ann Knight, a Shift Manager. Both assured me they would take care of it. I reported it to Linda Stephenson, the Night Manager. She told me she would speak with the General Manager. I called the 800 # of Responding Party to report this.
6. After complaining to every level of management possible with Responding Party, my employment was terminated in retaliation for my complaints of sexual harassment.
7. I believe that I have been subjected to a sexually hostile work environment, suffered a tangible job action in connection with sexual harassment, and been retaliated against by Responding Party, all in violation of Title VII of the Civil Rights Act of 1964.




Aimee Smith

The foregoing instrument was acknowledged before me this the 17 day of February, 2004, by Aimee Smith.


Notary Public

My commission expires: January 21, 2007